



Request for Proposal (RFP)
Human Resource and Skill Requirement in the Food
Processing Sector (2019-25)

Version 2.0

FICSI/NOS/RFP/07/2019

Issued by:

Food Industry Capacity and Skill Initiative

Table of Content

S. No.	Description	Page No
1.	Administrative Information	03
2.	Food Industry Capacity and Skill Initiative	04
3.	Request for Proposal	05
4.	Objective of the Study	05
5.	Scope of Work	05
6.	Project Timeline & Deliverables	07
7.	Proposal Submission Guidelines	08
8.	Proposal Opening and Evaluation	08
9.	Proposal Content Guidelines	11
10.	Bidders enquiries and responses	12
11	Venue and deadline for submission	12
12.	General Instructions	12
13.	Payment Terms and Conditions	13
14.	Rights of FICSI	13

1. Administrative Information

1.1 Contact Details

The Proposal under this RFP will be addressed and sent to

CEO

Food Industry Capacity and Skill Initiative

601,6th Floor, Mercantile House, Kasturba Gandhi Marg

Connaught Place, New Delhi - 110001

Contact Number: 9711260230

Email id: ceo@ficsi.in

1.2 Important information

Bidding agencies are advised to study this RFP document carefully before submitting their proposal. Submission of a proposal in response to this notice shall be deemed to have been done after careful study and examination of this document with full understanding of its terms, conditions and implications.

Proposal must offer services for the total requirement. Proposals offering only part of the requirements will be rejected. The bidder is expected to examine all corresponding instructions, terms and specifications in the RFP document. Failure to comply with these documents will be at the bidder's risk and may affect the valuation of the Proposal.

1.3 **Schedule of Events:** The following table provides a schedule of Events relating to this request.

Event	Target Date
RFP published on website/ Newspaper	10-05-2019
Last date of Receipt of Queries and Clarification of RFP	23-05-2019
Pre-bid meeting	27-05-2019
Last Date of Submission of Proposal	31-05-2019
Proposal Presentation	03-06-2019 to 06-06-2019
Award Contract by FICSI	10-06-2019

*The dates furnished above are subject to revision by FICSI

2. Food Industry Capacity and Skill Initiative

Food Industry Capacity & Skill Initiative (FICSI) – widely known as Food Processing Sector Skill Council – is a Not-for-Profit Organization, registered under the Societies Registration Act, 1860. The organization Promoted by the Federation of Indian Chambers of Commerce and Industry (FICCI) with financial support by National Skill Development Corporation (NSDC). FICSI has been set up as an autonomous industry-led body by NSDC. We create Occupational Standards and Qualification Packs, develop competency framework, conduct Train the Trainer Programs, conduct skill gap studies and Assess and Certify trainees on the curriculum aligned to National Occupational Standards developed by us. The skill council will also accredit well equipped service providers who will partner to disseminate the training.

The Council is also implementing Standards, Training, and Accreditation & Reward (PMKVY) scheme of Government of India. Under the PMKVY Scheme, FICSI has introduced the training programme in affiliated institutes as well.

Objectives of Food Industry Capacity and Skill Initiative

Aiming at generating a critical mass of industry-employable-skilled-persons to meet the skill gap in the Food Processing industry, FICSI inter-alia is mandated to:

- ✓ Develop National Occupational Standards (NOS) for the Food Processing industry.
- ✓ Identification of skill development needs including preparing a catalogue of types of skills, range and depth of skills to facilitate individuals to choose from them.
- ✓ Development of a sector skill development plan and maintain skill inventory.
- ✓ Determine Food Processing skills/competency standards and qualifications and getting them notified as per NSQF standardization of affiliation, accreditation, examination and certification process in accordance with NSQF as determined by NSQC. May also conduct skill-based assessment and certification for QP /NOS aligned training programs.
- ✓ Participation in the setting up of affiliation, accreditation, examination and certification norms.
- ✓ Plan and facilitate the execution of Training of Trainers along with NSDC and States.
- ✓ Promotion of academies of excellence.
- ✓ Lay special emphasis on the skilling needs of ST/SC, differently abled and minority population
- ✓ Ensure that the persons trained and skilled in accordance with the norms laid down by them are assured of employment at decent wages.

3. Request for Proposal

Food Industry Capacity and Skill Initiative wants to undertake fresh skill gap estimation for the Food Processing sector. Mapping exercise must cover major subsectors in the Food Processing and factor in the expected changes/disruptions expected going forward.

To meet this objective, FICSI requests proposal from reputed consulting firms which can undertake a study to provide a 6-year outlook for Indian Food Processing Sector in line with the study 'Human Resource and Skill Requirements in the Food Processing Sector (2022)' conducted in 2013. Through this Request for Proposal (RPF), FICSI seeks to select a competent consulting firm with relevant experience and capabilities to conduct the proposed study and submit a detailed report on "Human Resource and Skill Requirements in the Food Processing Sector (2019-2025)."

4. Objective of the Study

To provide a labour market outlook for Food Processing Sector (2019-25) that could serve as basis for developing strategy and action plans - to address key human resource challenges and create potential employment opportunities.

5. Scope of Work

The study would cover all the sub-sectors of Food Processing Sector (Annexure- I). The scope of work would cover following points:

5.1. Enhance and update the industry overview and Labour market trends

- 5.1.1 Key guiding framework, broad level sectoral definitions and industry standards outlining coverage of the study
- 5.1.2 Geographic, Economic overview and Food Processing Industry trends
- 5.1.3 Regulatory environment - Key Institutions, Acts and Policy level initiatives.
- 5.1.4 Labor market patterns - Employment, Geographical distribution, Demographic & Workforce characteristics (gender, education attainment, occupation etc.)
- 5.1.5 Projects and investments anticipated up to 2025. Key skill development initiatives - Central/ state govt., Public/ private sector organizations
- 5.1.6 Competitiveness of the sector

5.2 Situation Analysis for Critical Success Factors of FICSI

- 5.2.1 Educational infrastructure (related to Food Processing) – capacity, quality, geographical distribution and challenges
- 5.2.2 Assessment and Certification – capacity, key organizations, occupation and challenges
- 5.2.3 Overseas employment opportunities – geography, occupations, certifications and competency standards, key employers
- 5.2.4 Standard operating procedure for ensuring relevance of qualification packs
- 5.2.5 Future Occupations anticipated in Food Processing Sector with rapid changes in technology
- 5.2.6 Existing mechanism to encourage training providers for Food Processing specific occupations

5.3 Study the potential of employment and skilling needs of Food Processing sector

- 5.3.1 Mapping of each sub-sector / occupations influencing the Human Resource demand in Food Processing sector.
- 5.3.2 Outline the key geographical clusters/states where employment generation in Food Processing sector will play a significant role
- 5.3.3 State wise and subsector wise potential of employment in Food Processing sector
- 5.3.4 Identify the skilling needs in Food Processing sectors

5.4 Study of Food Processing Scenario in India

- 5.4.1 Industry overview – Major clusters/states, Production, Key industries etc.
 - 5.4.2 Policy & regulations – State/ Cluster /state wise
 - 5.4.3 Employment profile – Size, Demographic & Workforce characteristics, Occupations etc.
 - 5.4.4 Current skilling scenarios and requirements – Geography, Occupations, Skilling Initiatives, Skill level requirements
- 5.5 Ascertain the human resource and skill requirement forecast over a period of 2019-22 and 2022-25.**
- 5.5.1 Forecast to be developed keeping two scenarios – Conservative (e.g. considering current trends) and Expansionary Views (e.g. any policy/ regulatory shift, enabling positive implication on the Food Processing sector)
 - 5.5.2 Human resource demand forecast – sub-sector wise, state wise, organised and unorganised, education and experience levels (i.e. NSQF levels), geography, primary (directly linked to Food Processing) and ancillary sectors, key occupation/ Job roles
 - 5.5.3 Human resource supply forecast - education and experience levels (i.e. NSQF levels), primary and ancillary sectors
 - 5.5.4 Hiring requirement forecast for Indian Food Processing sector – primary and ancillary sectors, key organisation specific (if available)

5.6 Strategic roadmap and action plans

- 5.6.1 Identify and prioritize the top 3 challenges/ problem areas emerged from findings of each of the project components
- 5.6.2 Conduct key stakeholder consultation and expert interviews for preparing the roadmap to address the key challenges/ problem areas
- 5.6.3 Develop 3-year action plan outlining the approach to implement the roadmap

6. Project Timeline & Deliverables

Time schedule for important deliverables to be submitted to FICSI, are given below:

Timeline	Deliverables
T+ 1 months	<ul style="list-style-type: none">• Kick-off stakeholder workshops to finalize the boundaries of the study• Industry overview and labour market trends
T+ 2 months	Situation Analysis for Critical Success Factors of FICSI
T+ 3 months	Study the potential of employment and skilling needs of Food Processing sector
T+ 3 months	Study of Food Processing Scenario in India
T+ 4 months	Ascertain the human resource and skill requirement forecast over a period of 2019-22 and 2022-25.
T+ 5 months	Strategic roadmap and action plans
T+ 6 months	Submission of Final Report and PPT

7. Proposal Submission Guidelines

We look forward for receiving a proposal from interested bidders on the following:

Part I – Company Background

- Company profile in India (no of offices, locations and staff strength)
- Background and credentials of the consultant highlighting relevant experience (in last 5 years) -
This should include a brief description of the organization and the nature of work done
- Structure of proposed team and CVs of proposed team members
- Turnover of company
- Blacklisting declaration
- Project handled, size and geographical spread

This should include elements like Name, Designation, Academic Qualifications (Degree/Year/Institution), Years of Experience, Work experience (in detail) including selected consulting experience in relevant areas, proposed position in the team.

Part II- Approach and Methodology

- Proposed project approach and methodology including timelines
- Proposed detailed work plan including the timelines and deliverables

Part III – Financials

A fixed price fee to be quoted in the scope of work. Prices quoted should be inclusive of fees towards complete scope of work, all taxes, duties, levies, license fees, service tax and also shall include all expenses incurred for the execution of the contract not limited to out of pocket expenses such as lodging, boarding, domestic/international travel expenses. However, a breakup of the components – namely fees, out of pocket expenses and taxes need to be provided in the financial bid.

8. Mandatory Qualification for bidders before submitting the proposal

8.1 Should have experience of skill gap study in any manufacturing industry

8.2 Should have conducted 1 project in manufacturing/ HR/ marketing for Food Processing sectors in India or abroad.

8.3 Should have at least one profile with following qualification and experience - To be appointed as team leader of the project

8.4 Post Graduate in Management

8.5 15 years of experience in Institutional strengthening and capacity building / research / skilling/ market study with at least 3 years in Food Processing Sector

9. Proposal Opening and Evaluation

Proposal Evaluation Committee (PEC) of FICSI shall evaluate the responses to the RFP and all supporting documents / documentary evidences. Inability to submit requisite supporting documents / documentary evidence shall cause the proposal to be rejected.

The decision of the PEC in response to the RFP will be final. No correspondence will be entertained in this context. A two stage evaluation criteria will be adopted for evaluating the bids submitted within the timeline mentioned. All proposals received after the timeline mentioned for submissions of proposals, will be rejected.

1. A two-stage procedure will be utilized in evaluating the bids, with evaluation of the Technical proposal being completed prior to any commercial bid being opened and compared. The commercial bid of the Proposers will be opened only for submissions that passed the minimum technical score of 70 points of the obtainable score of 100 points in the evaluation of the technical proposal. The bidder will submit both the proposals at same time. The Technical proposal will be evaluated on the basis of its meeting the Evaluation parameters in the Table given below in "Evaluation Criteria for Technical Proposal"
2. The contract will be awarded to the Proposer with Highest Marks in Technical and Financial bid

Evaluation Criteria for the Technical Proposal : 100 marks

S.No.	Evaluation criteria / Definition		Marks
1.	Company Background		60
	Project experience in the areas of skill gap analysis in India. Skill demand and supply survey conducted during last 7 financial years >10 projects -15 marks <10 & > = 5 projects - 10 marks = 4 projects - 5 marks <4 projects = 0 mark	15	
	Past experience of skill gap study > 4 projects in India and abroad - 10 marks < = 4 & >1 project each in India and abroad - 5 marks = 1 project in India and abroad - 2 marks <1 project in India and abroad - 0 mark	10	
	Have conducted projects in states >= 10 states - 5 marks <10 & > 5 states - 3 marks	5	

	>5 states - 0 mark		
	Turnover (In Rupees) Average audited annual turnover of last 3 financial year >50 crores - 10 marks <50 & > = 25 crores - 5 marks >25 crores - 0 marks	10	
	Number of Team Members to be engaged for this project Minimum Qualification and experience required for a team member: Post Graduate with 5 years' experience in research/ market study/ Institutional strengthening >=10 members = 20 marks 10< =7 Members = 15 marks 7< =5 Members = 10 marks 5<=3 Members = 5 marks	20	

Financial Proposal

S. No.	Evaluation criteria / Definition	
3	Services	Fee for Services (INR)
3.1	Situation Analysis for Critical Success Factors of FICSI	
3.2	Study the potential of employment and skilling needs of Food Processing sector	
3.3	Study of Food Processing Scenario in India	
3.4	Ascertain the human resource and skill requirement forecast over a period of 2019-22 and 2022-25.	
3.5	Strategic roadmap and action plans	
3.6	Situation Analysis for Critical Success Factors of FICSI	

The Bidder shall indicate the prices of services it proposes to supply under the contract. All costs shall be inclusive of all taxes, duties, charges and levies of State or Central Governments, as applicable, at the date of signing the Agreement and subject to deduction of all statutory deductions applicable, if any. In case of upward revision to duties and taxes the Bidder will be responsible to incur the additional cost.

- a) The scores will be calculated up to one decimal place.
- b) In case of a tie between two bidding organizations for overall evaluation score, the decision of the Committee will be considered as final.

10. Proposal Content Guidelines

In order to facilitate the evaluation by the FICSI PEC and to ensure each proposal receives full consideration, proposals should be accompanied by the documents as listed below:

10.1 Proposal Submission Letter along with Table of Contents, Executive Summary, Vendors Profile Technical Proposal along with a Descriptive note on the Project and deliverables as per your understanding

10.2 Approach paper with details on methodology: This section should demonstrate the Bidder's responsiveness to meet or exceed the specifications, given by FICSI. The description should briefly describe the proposed methodology.

10.3 The selected vendor may suggest changes / additions / modifications for more effective achievement of the objective by:

10.4 Referring to the research studies which have already been conducted so as to have an overall understanding of the Human Resource structure in the Food Processing industry.

10.5 Conducting the survey in all the states to the skill gap analysis.

10.6 Industry Survey to determine the emerging demands for various Occupations / Job Roles in the sector

10.7 Profile of Consultants Executing the Project - Details to be attached

10.8 Spread and Reach - Details of office / operations across States / regions

10.9 Time-lines for Execution of the Project - Your estimates.

11. Proposal Preparation Cost

The bidder is responsible for all costs incurred in connection with participation in this process, including, but not limited to, costs incurred in conduct of informative and other diligence activities, participation in meetings / discussions / presentations, preparation of proposal, in providing any additional information required by FICSI to facilitate the evaluation process and in negotiating a definitive Contract or all such activities related to the bid process. FICSI will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the bidding process.

This RFP does not commit FICSI to award a contract or to engage in negotiations. Further, no reimbursable cost may be incurred in anticipation of award or for preparing this bid.

All materials submitted by the bidder become the property of FICSI and may be returned completely at its sole discretion.

12. Bidders inquiries and FICSI responses

All enquiries / clarifications from the bidders related to this RFP must be directed in writing to: email id: ceo@ficsi.in

13. Venue and deadline for submission

- Proposals must be received at the address specified, by 31st May 2019 – 5.00 pm, by the authorized representative mentioned in the document.
- Any proposal received by the FICSI after the above deadline shall be rejected and returned unopened to the bidder.
- The bids submitted by fax / e-mail etc. shall not be considered. No correspondence will be entertained on this matter.
- FICSI shall not be responsible for any postal delay or non-receipt / non-delivery of the documents. No further correspondence on the subject will be entertained.
- FICSI reserve the right to modify and amend of the above stipulated condition/criterion depending upon project priorities vis-à-vis urgent commitments

14. General Instructions

- Firms submitting the proposal must be a legal entity duly incorporated under the law and in existence for at least five years in India
- Must have a Permanent Account Number (PAN) and GST number.
- All the communications to FICSI including the proposal and the bid documents shall be signed on each page by the authorized representative of the bidder and authority letter should be attached with the bid.
- The bidders should submit their proposal in 2 sets of printed copies and a NRW CD as a single file in PDF Format.
- The Bid should be submitted in two separate envelopes.
- All pages of the proposal must be sequentially numbered and shall be initialed by the Authorized Representative of the bidder.
- The technical part of the Proposal should not contain any pricing information whatsoever on the services offered.
- Pricing information shall be separated and only contained in the Financial Bid.
- Information which the Bidder considers proprietary, if any, should be clearly marked “proprietary” next to the relevant part of the text and it will then be treated as such accordingly.
- All prices shall be quoted in Indian Rupees (INR).
- Proposals shall remain valid for Hundred and Twenty (120) days after the date of proposal submission prescribed by the FICSI. A Bidder granting the request will not be required nor permitted to modify its proposal.
- The Bidder shall seal the Proposal in one outer and two inner envelopes, as detailed. The outer envelope shall be addressed to:

|CEO

Food Industry Capacity and Skill Initiative

601,6th Floor, Mercantile House, Kasturba Gandhi Marg

Connaught Place, New Delhi - 110001

Contact Number: 9711260230

Email id: ceo@ficsi.in

Proposal for – “Human Resource and Skill Requirement Study for Indian Food Processing Sector - FICSI”

- Both inner envelopes shall indicate the name and address of the Bidder. The first inner envelope shall contain the technical information with 2 hard copies duly marked “Original” and “Copy” and one soft copy.
- The second inner envelopes shall include one copy of the Financial Bid duly marked “Original”.
- A third sealed envelope shall contain the non-rewritable CD with the soft copy of the proposal in pdf format.
- The hardcopies of the Technical proposal and Financial Bid should be in separate sealed envelopes, clearly marked as “Response to RFP for Human Resource and Skill Requirement Study for Indian Food Processing Sector - FICSI” (Technical proposal or Financial Bid – as the case may be)
- The outer envelope shall indicate the name and address of the bidder to enable the proposal to be returned unopened in case it is declared “late”.
- Both inner and outer envelopes shall be addressed to FICSI at the address specified above.
- The Bidder may withdraw its Proposal after the Proposal’s submission, provided that written notice of the withdrawal is received by the FICSI prior to the deadline prescribed for submission of Proposals.

15. Payment Terms and Conditions

- 15.1 The contract(s) signed with the successful consultant(s) will be a fixed price contract.
- 15.2 In consideration of the contractor satisfactorily completing all of its obligations under this contract, the contractor shall be paid a firm price based on deliverables.
- 15.3 Payments shall be made within 45 days by FICSI after submission of the invoice or claim by the Service Provider and upon verification and certification by the concerned official.
- 15.4 FICSI PEC shall certify corresponding milestones agreed and achieved.
- 15.5 Payments shall be made in Indian Rupees / INR.
- 15.6 Amount payable to the Service Provider as stated in the Contract shall remain non-negotiable and fixed during the tenure of the Contract.

- 15.7 Payment terms will be proposed by bidder. To assist in the examination, evaluation and comparison of Proposals, FICSI may at its discretion, ask the Bidder for clarification / seek information on the Proposal.
- 15.8 Arithmetical errors in the proposal will be rectified on the following basis. If there is a discrepancy between the unit price and the total price that is obtained by multiplying the unit price and quantity, the unit price shall prevail and the total price shall be corrected. If the Bidder does not accept the correction of errors, its Proposal will be rejected.
- 15.9 Review meeting with FICSI will be held within 2 weeks of start of the Project and every two weeks in the following weeks or as and when required.
- 15.10 The decision of the FICSI PEC in the evaluation of proposals shall be final. No correspondence will be entertained outside the process of negotiation / discussion with the Committee.
- 15.11 FICSI reserves the right at the time of award of contract to vary the quantity of services and goods specified in the RFP without any change in price or other terms and conditions.
- 15.12 The contract would clearly mention the Service Levels Agreement for all milestones with defined tasks and timelines.
- 15.13 The Bidders performance to Service Levels will be assessed as per agreed Service Level Agreements (SLAs). Default will occur if Bidder fails to meet the target service levels, as measured on a monthly basis, for a particular Service Level.
- 15.14 All delays, failures to adhere to the SLAs will attract a financial penalty. This will be mutually decided by the selected bidder and FICSI while signing the contract
- 15.15 Within 7 days of receipt of the contract the successful Bidder shall sign the contract.
- 15.16 Final Report will be validated by the Governing Council of FICSI , MoFPI and NSDC.
- 15.17 FICSI reserves the right at the time of award of contract to vary the quantity of services and goods/ any terms specified in the RFP.
- 15.18 FICSI reserves the right to:
- Reject any or all proposals received
 - Enter into negotiations with one or more Bidders on any aspects of the proposal
 - Accept any proposal in whole or in part
 - Award or negotiate one or more consultancy agreements
 - Verify any or all information provided in the proposal
 - Modify the scope of work/ any terms and condition

16. Rights of FICSI

- 16.1 Amendment of FICSI document - At any time prior to the last date for receipt of bids, FICSI may, for any reason, whether at its own initiative or in response to a clarification requested by a prospective Bidder, modify the RFP Document by an amendment. - The amendment will be intimated to all proposers who confirm their intention to participate, by email. - In order to afford prospective Bidders reasonable time in which to take the amendment into account in preparing their bids, FICSI may, at its discretion, extend the last date for the receipt of Bids. - The bidders are allowed to resubmit their bid- if required, after such amendments.
- 16.2 Supplemental information to the RFP If FICSI deems it appropriate to revise any part of this RFP or to issue additional data to clarify an interpretation of provisions of this RFP, it may issue supplements to this RFP. Any such corrigendum shall be deemed to be incorporated by this reference into this RFP.
- 16.3 FICSI right to modify submission deadline FICSI may, in exceptional circumstances and at its discretion, extend the deadline for submission of proposals by issuing a corrigendum through email to all confirmed proposers, in which case all rights and obligations of the project and the bidders previously subject to the original deadline will thereafter be subject to the deadline as extended.
- 16.4 FICSI right to terminate the process - FICSI may terminate the RFP process at any time and without assigning any reason. FICSI makes no commitments, express or implied, that this process will result in a business transaction with anyone. - This RFP does not constitute an offer by FICSI. The bidder's participation in this process may result in FICSI short listing the bidder and awarding the contract.
- 16.5 FICSI Rights to accept / Reject any or all Proposals: FICSI reserves the right to accept or reject any proposal, and to annul the short listing process and reject all responses at any time without thereby incurring any liability to the affected Bidder or Bidders or any obligation to inform the affected bidder or bidders of the grounds for FICSI's action.

Annexure 1: NSQF Aligned Job Roles				
S No	QP Name	QP Code	NSQF Level	Recommended Notional Hours
Sub Sector: Bread and Bakery				
1	Plant Baker	FIC/Q5001	5	240 Hours
2	Craft Baker	FIC/Q5002	4	240 Hours
3	Plant Biscuit Production Specialist	FIC/Q5003	4	240 Hours
4	Mixing Technician	FIC/Q5004	4	240 Hours
5	Baking Technician/Operative	FIC/Q5005	4	240 Hours
Sub Sector: Dairy Products				
6	Dairy Products Processor	FIC/Q2001	5	240 Hours
7	Dairy Processing Equipment Operator	FIC/Q2002	4	240 Hours
8	Butter and Ghee Processing Operator	FIC/Q2003	4	240 Hours
9	Ice Cream Processing Technician	FIC/Q2004	4	240 Hours
10	Cottage Cheese Maker	FIC/Q2005	4	240 Hours
11	Milk Powder Manufacturing Technician	FIC/Q2006	4	240 Hours
12	Supervisor- Dairy Products Processing	FIC/Q2007	5	240 Hours
Sub Sector: Fruits and Vegetables				
13	Squash and Juice Processing Technician	FIC/Q0101	4	240 Hours
14	Pickle Making Technician	FIC/Q0102	4	240 Hours
15	Jam, Jelly and Ketchup Processing Technician	FIC/Q0103	4	240 Hours
16	Fruit Ripening Technician	FIC/Q0104	4	240 Hours
17	Fruits and Vegetables Drying/Dehydration Technician	FIC/Q0105	4	240 Hours
18	Fruit Pulp Processing Technician	FIC/Q0106	4	240 Hours
19	Fruits and Vegetables Canning Technician	FIC/Q0107	4	240 Hours
20	Fruits and Vegetables Selection In-Charge	FIC/Q0108	3	240 Hours
21	Supervisor-Fruits and Vegetables Processing	FIC/Q0109	5	240 Hours
Sub Sector: Food Grain Milling				
22	Chief Miller	FIC/Q1001	6	240 Hours
23	Milling Technician	FIC/Q1002	5	240 Hours
24	Grain Mill Operator	FIC/Q1003	4	240 Hours
25	Pulse Processing Technician	FIC/Q1004	4	240 Hours
26	Extruder Operator-Food Processing	FIC/Q1006	4	240 Hours
27	Corn Starch Manufacturing Technician	FIC/Q1007	4	240 Hours
Sub Sector: Meat and Poultry				
28	Meat and Poultry Processor	FIC/Q3004	4	240 Hours
29	Offal Collector and Utilizer	FIC/Q3005	4	240 Hours
30	Supervisor-Meat and Poultry	FIC/Q3007	5	240 Hours
Sub Sector: Fish and Sea Food				
31	Fish and Sea Food Processing Technician	FIC/Q4001	4	240 Hours

Sub Sector: Soya Food				
32	Soya Beverage Making Technician	FIC/Q8003	4	240 Hours
Sub Sector: Multi Sectorial				
33	Food Products Packaging Technician	FIC/Q7001	5	240 Hours
34	Packing Machine Worker-Food Processing	FIC/Q7002	3	240 Hours
35	Modified Atmosphere Storage Technician	FIC/Q7003	4	240 Hours
36	Cold Storage Technician	FIC/Q7004	4	240 Hours
37	Purchase Assistant - Food and Agricultural Commodities	FIC/Q7005	4	240 Hours
38	Assistant Lab Technician - Food and Agricultural Commodities	FIC/Q7601	4	240 Hours
39	Quality Assurance Manager	FIC/Q7602	6	240 Hours
40	Food Microbiologist	FIC/Q7603	6	240 Hours
41	Processed Food Entrepreneur	FIC/Q9001	5	240 Hours
42	Food Regulatory Affairs Manager	FIC/Q9002	6	240 Hours
43	Production Manager	FIC/Q9003	7	240 Hours
44	Plant Manager	FIC/Q9004	9	240 Hours
45	Industrial Production Worker- Food Processing	FIC/Q9005	3	240 Hours
Sub Sector: Packaged Food				
46	Traditional Snack and Savoury Maker	FIC/Q8501	4	240 Hours
47	Spice Processing Technician	FIC/Q8502	4	240 Hours
48	Convenience Food Maker	FIC/Q8503	4	240 Hours
Sub Sector: Miscellaneous				
49	Multi Skill Technician (Food Processing)	FIC/Q9007	4	600 Hours